



DEPARTMENT OF THE ARMY
UNITED STATES ARMY, EUROPE, AND SEVENTH ARMY
UNIT 29351
APO AE 09014-9351

AEAGA-CE

SEP 9 2004

MEMORANDUM FOR Regional Director, Civilian Human Resource Agency-Europe Region,
Unit 29150, APO AE 09100

SUBJECT: Change to USAREUR Supplement 1 to AR 690-300.301, Overseas Employment,
15 June 1999

Effective 27 August 2004, the following replaces paragraph 2-2 d of subject supplement.

Paragraph 2-2, Authority to Appoint. Add subparagraph as follows:

d. Termination of Appointment Authority.

(1) The Office of Personnel Management (OPM) rescinded the use of overseas limited (OSL) appointment authority at DOD activities in any location, occupation, or grade level in Europe including temporary, term, and indefinite appointments. All current OSL employees are grandfathered, i.e., they may remain employed as an OSL employee. Employees serving on OSL appointments may be noncompetitively (i.e., name requested by a management official) reassigned, demoted, transferred, or promoted based on additional duties and responsibilities to any position with a DOD agency in Europe as long as they remain in an OSL appointment without a break in service.

(2) Every attempt should be made to convert OSL employees to career-conditional appointments via competitive means, for example, a Delegated Examining Unit (DEU) certificate of eligibles.

(a) Managers and supervisors should coordinate closely with the servicing CPAC when converting OSL employees and supervisors should also:

(1) Consider mission requirements when making a decision to convert an OSL employee to ensure that the duties of the position are still required upon conversion of the incumbent.

(2) Inform OSL employees of management's intent to convert them to career-conditional employees, and that:

(a) They must apply for the positions when they are advertised through the Delegated Examining Unit (DEU).

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(b) Failure on their part to make every attempt to comply with procedures to convert them may result in their termination of employment.

(c) Not being extended would constitute termination of employment at the end of the current appointment.

(d) Employees on OSL appointments do not have status eligibility, i.e., no reemployment rights to positions in CONUS, no eligibility to apply for vacant positions advertised under merit promotion procedures, and are not eligible to register in the Priority Placement Program (PPP).

(3) Request the OSL employee by name when submitting the Request for Personnel Action (RPA) to convert the employee to a career-conditional appointment. If the employee is not among the top three candidates on the referral list, the organization will not be obligated to select from the list and may request that the RPA be cancelled. Should this happen management will be required to wait three months before submitting another request through the DEU for the same position.

(b) Should the manager or supervisor be unable to convert an OSL employee on a time limited appointment to a career conditional appointment before the employee's not to exceed date, the employee may be extended on their current OSL appointment. This is authorized only if the employee has complied with the conversion procedures and applied for his or her position through the DEU, but was not among the top three candidates on the referral list.

(c) If an OSL employee does not apply for his or her position when the DEU announcement is released, or fails in any other way to cooperate in the conversion process, the manager or supervisor should not continue to extend the employee. OSL employees who do not participate in the conversion process should not continue to be extended.

2. HQ USAREUR/7A POC is Ms. Pat Rothrock, DSN 375-2538.



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